DOCUMENT RESUME

ED 058 836 HE 002 769

TITLE The Status of Women Faculty at Illinois State University 1970-71.
INSTITUTION Illinois State Univ., Normal.
PUB DATE 71
NOTE 44p.

EDRS PRICE MF-$0.65 HC-$3.29
DESCRIPTORS *Civil Rights; *Equal Opportunities (Jobs); *Feminism; *Higher Education; *Women Professors
IDENTIFIERS *Illinois State University

ABSTRACT

This paper is the product of a research committee formed to make a study of the status of women at Illinois State University (ISU). Of primary concern are questions relating to equality of women in rank, number, promotion, salary, tenure, and opportunities for advancement. Results of the study show that: (1) although women comprise 28% of the faculty primarily responsible for teaching, over half of the women faculty hold rank below that of assistant professor and only 11% of the women hold the rank of professor as compared with 17% of the men; (2) women number 383, which is 31% of the total faculty; (3) 61% of the part-time faculty are women; (4) women in most ranks and colleges earn less than men, whether one compares medians or means; (5) 26% of the faculty with tenure are women, 21% on sabbatical leaves are women, and 23% of those on nonsabbatical leaves are women; and (6) it appears that promotions and salary increases are slower for women than for men. (HS)

ED 058836

# THE STATUS OF WOMEN FACULTY AT ILLINOIS STATE UNIVERSITY

1970-71

Published by
The Research Committee, Women Faculty Association
Illinois State University
Normal, Illinois
1971

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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# THE STATUS OF WOMEN FACULTY AT ILLINOIS STATE UNIVERSITY, 1970-71

## INTRODUCTION

During the past decade, social upheavals in the United States have resulted in the recognition of certain minority groups and in the opening of gates to permit the optimal development of individuals within these groups. Women have been encouraged by the Civil Rights Act of 1964 and by efforts to secure the passage of the Equal Rights Amendment to the United States Constitution. Women in higher education have been supported by many decisions of the Department of Health, Education and Welfare when they have instigated action against their universities charging discrimination on the basis of sex. Across the land women faculty are organizing to examine the status of women on their respective campuses.

In October, 1970, about thirty women of Illinois State University organized as the Women Faculty Association (WFA), and membership has since grown to 115. At the initial meeting a research committee was formed to make a study of the status of women in the University. This paper is the product of that research.

Of primary concern to the membership were questions relating to equality of women in rank, number, promotion, salary, tenure and opportunities for advancement. In initiating the study, the committee discussed the areas of concern with the Dean of the Faculties and secured permission to use the records of the University. The Office of Institutional Studies was authorized to share data and findings with the WFA Research Committee. These publications were based on the fall semester, 1970-71 statistics. The Research Committee compiled data for the spring semester, 1970-71. Since the data for the two semesters were almost identical, data for either semester were used in drawing conclusions.

# WOMEN FACULTY IN HIGHER EDUCATION

In a recent report of a task force appointed by the Department of Health, Education and Welfare (HEW) to study and formulate proposals for changing the direction of American higher education, the following statement appears:

> Women's rights have become a national issue. Consciousness of the extent of discrimination is increasing. Yet our study found that discrimination against women, in contrast to that against minorities, is still overt and socially acceptable within the academic community.

It was only a year ago (April, 1970) that the Women's Equity Action League (WEAL) initiated lawsuits against more than 100 universities throughout the United States, charging them with discrimination because of sex, under the 1964 Civil Rights Act. While some results of the women's movement had by that time been observed in industry and government, the action of WEAL was the first of its kind in higher education. Initially, HEW froze 12 contracts involving grants to universities. At the University of Michigan, 60 million dollars was frozen until the University provided guidelines for erasing discrimination against women in hiring, salary, promotion and tenure. One of the terms of settlement was the awarding of equity pay retroactive to October, 1968.

Action at other universities has received less publicity. At Tufts, an affirmative action program has been reported. Soon Harvard and the University of Wisconsin are expected to announce the results of their negotiations with HEW. The University of Pittsburgh learned the difficult way that HEW will not accept token acts to end discrimination. Even though the Pittsburgh plan includes (1) appointment of a coordinator of equal employment programs and a career development counselor (both to be either a woman or a member of another minority group) and (2) an increase in women faculty members by next fall from 19.7 percent to 23.5 percent, HEW has found the package unacceptable. The University will receive no new contracts until the administration proposes alternatives satisfactory to HEW.

Concern about the status of women in higher education has been expressed by other groups. The American Association of University Professors (AAUP) has reinstated its Committee on the Status of Women. Local chapters, including the one at ISU, have followed suit. In an attempt to be one step ahead in case of action by HEW, local studies concerning the status of women have been initiated by groups of faculty women, by AAUP subcommittees, by faculty governance committees, and in some instances by the administration. Women's caucuses, committees, or organizations of women's branches have been established in many national professional organizations, e.g., in history, sociology, political science, anthropology, law, chemistry, library, philosophy, speech and hearing, modern languages, and psychology. Concerned faculty and students are advocating changes in university curriculum and governance.

The University of Illinois AAUP Committee on the Status of Women has already made a study of that campus and issued a report. The data found in the report indicate the following:

- - -women are hired less frequently than their availability in the labor market; they have not been actively recruited
- - -women tend to hold lower ranks than men when hired
- - -women's salaries tend to be lower than those of men holding the same rank
- - -women are underrepresented on administrative committees and are appointed to administrative positions, such as department head or dean, less frequently than their numbers on the faculty would allow
- - -there is little difference between the sexes in production of publications or in amount of professional experience

The report summarizes data which provide strong evidence of sex-based pay inequities and evidence highly suggestive of sex-based rank inequities defined as residual differences between the sexes in rank and pay, after indices of merit and experience have been partialed out.

Such findings become more significant when one considers the statistics that follow. Among high school graduates in 1968, girls made up 50.7 percent of the total. The same year, women earned 40 percent of the master's degrees; but only one percent of the women with bachelor's degrees earned a doctorate as compared with ten percent of the men.

Helen Astin in The Woman Doctorate in America reveals the following facts about women who earned a doctorate in 1957-58:

- - -an average of 12 years lapses between college graduation and doctorate completion
- - -eight percent of these women had a lapse of 27 years between the bachelor's and doctor's degree
- - -seven percent completed the doctorate within four years of the lower degree
- - -nine percent of women with doctorates were born and raised abroad
- - -47 percent had one sibling or none
- - -59 percent were or had been married, compared with 86 percent in the same age range in the general population
- - -51 percent of married women with doctorates had husbands with the same degree and an additional 12 percent were married to men with professional degrees
- - -married women with doctorates had an average of 2 children (2.6 for the general population)
- - -parents of women with doctorates were somewhat better educated and more likely to be employed in high level occupations than the parents of men with doctor's degrees
- - -the median age at the time women completed their doctorates was 36

In 1964, the U.S. Department of Health, Education and Welfare projected for the next decade the number of earned degrees, basing the projections on the proportion of the general population earning higher level degrees during the decade 1954-64. The number of earned doctorates in 1968-69 was relatively close to the projected number for 1972-73. While there has been a slight increase in the proportion of persons earning doctorates, the percentage of women earning doctorates is relatively the same.

From 1948 to 1964, women earned approximately 10 percent of the doctorates (from 9.1% to 10.7%). Since 1964 the percentage has been slowly rising:

| Year | Percent |
|---|---|
| 1965-66 | 11.6 |
| 1966-67 | 11.9 |
| 1967-68 | 12.6 |
| 1968-69 | 13.1 |

However, in the early thirties a larger percentage of doctorates were earned by women than are earned today. Considering social factors, affluence, scholarships, and the increased proportion of women receiving bachelor's and first professional degrees, it is a rather strange phenomenon that forty years ago women held a stronger position of leadership in higher education than they do today.

HEW reports that in 1967-68 women earned 44 percent of the bachelor's degrees, 36 percent of the master's and 13 percent of the doctorates conferred in the U.S. A large percentage of the master's degrees earned by women were in education. Women comprised less than ten percent, or none, of the doctorates in agriculture, architecture, city planning, biological sciences, business, engineering, forestry, geography, law, mathematics, physical sciences, and religion. Fields where women were better represented were education (20%), English and journalism (26%), fine and applied arts (20%), foreign langugages (33%), home economics (70%), library science (32%), and psychology (23%).

In December of 1970, the American Association of University Women published a research report of a survey of women in academe, Campus 1970, Where do Women Stand? The major findings follow:

- - -the average number of women department heads in all schools is 2.6 per institution (34 coeducational schools reported no women department heads)
- - -women administrators are seldom employed in positions involving critical decision-making even though 90% of the schools stated they included women in top-level posts
- - -women administrators are not actively recruited at higher levels
- - -fewer opportunities for women in top administrative positions exist in the larger public institutions
- - -there are comparatively greater opportunities for women in top administrative positions in women's colleges

- - -women are most often found at middle-management level or positions which involve sex stereotypes
- - -at every level, and particularly in the large public institutions--student body, administration, faculty, and trustees--women are not represented in fair proportion with men

## WOMEN FACULTY AT ISU

### Number

The official list of faculty compiled by the Dean of the Faculties Office for the academic year 1970-71, dated October, 1970, was used for this enumeration. The report lists by college and department and by rank, all full and part-time persons with faculty appointments, including those who are assigned to administrative and staff duties. Tenure status is indicated. Those on sabbatical and non-sabbatical leave are also included.

Faculty at ISU total 1,242 (Table 1). Women number 383 which is 31 percent of the total faculty. This proportion is higher than is generally found among colleges and universities nationally. However, the number and percentages vary widely when compared by college and department. Traditionally, teacher education institutions--with laboratory schools, large departments of home economics and women's physical education, and schools of library science--have larger percentages of women on their faculties than other types of institutions.

The number and the percentages of women on ISU college faculties range from 157(41%) in the College of Education to 10 (13%) in the College of Business. Women number 57 (31%) in the College of Applied Science and Technology, 131 (26%) in the College of Arts and Sciences, and 21 (23%) in the College of Fine Arts.

However, it should be noted that a disproportionate number of women faculty are on part-time and one-year appointments. Sixty-one percent of all part-time employees are women. Twenty percent of the women in Applied Science and Technology have part-time appointments, while no men are so employed. More than twice as many women as men have part-time employment in Arts and Sciences. Of the part-time employees in Education, more than two-thirds are women. More men than women have part-time appointments in Business (15 men, 3 women) and in Fine Arts (5 men, 3 women).

The actual number of men (147) and women (137) on one-year appointments is approximately equal. When one considers that only 31% of the total faculty are women, the percentage of one-year appointments seems unduly high. Of the 179 faculty members on twelve-month appointments, 58 are women, approximately proportionate to the number of women on the faculty.

TABLE 1. ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE | APPOINTMENT | | | | | RANK | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Executive Assistant | Other* | | | NS | S |
| APPLIED SCIENCE & TECHNOLOGY | | | | | | | | | | | | | | | | | | |
| Total | 147 | 137 | 10 | 27 | 17 | 25 | | 17 | 52 | 23 | 12 | 14 | 1 | 3 | | 49 | | 3 |
| Men | 90 | 90 | 0 | 13 | 16 | 17 | | 12 | 35 | 6 | 7 | 10 | 1 | 2 | | 31 | | 1 |
| Women | 57 | 47 | 10 | 14 | 1 | 8 | | 5 | 17 | 17 | 5 | 4 | | 1 | | 18 | | 2 |
| ARTS & SCIENCES | | | | | | | | | | | | | | | | | | |
| Total | 508 | 475 | 33 | 62 | 98 | 89 | 1 | 99 | 198 | 97 | 10 | 8 | 1 | 5 | | 153 | 10 | 10 |
| Men | 377 | 367 | 10 | 34 | 48 | 76 | 1 | 89 | 155 | 43 | 3 | 5 | 1 | 4 | | 121 | 8 | 10 |
| Women | 131 | 108 | 23 | 28 | 50 | 13 | | 10 | 43 | 54 | 7 | 3 | | 1 | | 32 | 2 | |
| BUSINESS | | | | | | | | | | | | | | | | | | |
| Total | 78 | 60 | 18 | 17 | 8 | 7 | 1 | 10 | 35 | 13 | 6 | 6 | | | | 10 | 3 | |
| Men | 68 | 53 | 15 | 14 | 8 | 7 | 1 | 10 | 31 | 8 | 5 | 6 | | | | 8 | 2 | |
| Women | 10 | 7 | 3 | 3 | 0 | | | | 4 | 5 | 1 | | | | | 2 | 1 | |
| FINE ARTS | | | | | | | | | | | | | | | | | | |
| Total | 93 | 85 | 8 | 19 | 4 | 12 | | 14 | 43 | 14 | 1 | 9 | | | | 28 | 2 | 4 |
| Men | 72 | 67 | 5 | 11 | 2 | 11 | | 11 | 36 | 7 | | 7 | | | | 23 | 1 | 4 |
| Women | 21 | 18 | 3 | 8 | 2 | 1 | | 3 | 7 | 7 | 1 | 2 | | | | 5 | 1 | |
| EDUCATION | | | | | | | | | | | | | | | | | | |
| Total | 380 | 347 | 33 | 146 | 50 | 47 | 1 | 47 | 118 | 121 | 36 | 3 | 2 | 5 | | 101 | 7 | 7 |
| Men | 223 | 214 | 9 | 68 | 45 | 38 | 1 | 41 | 81 | 46 | 7 | 2 | 2 | 5 | | 68 | 6 | 4 |
| Women | 157 | 133 | 24 | 78 | 5 | 9 | | 6 | 37 | 75 | 29 | 1 | | | | 33 | 1 | 3 |
| NO DEPARTMENT | | | | | | | | | | | | | | | | | | |
| Total | 36 | 32 | 4 | 13 | 2 | | | | | 1 | 4 | | 27 | 4 | | | | |
| Men | 29 | 27 | 2 | 7 | 2 | | | | | | 1 | | 25 | 3 | | | | |
| Women | 7 | 5 | 2 | 6 | 0 | | | | | 1 | 3 | | 2 | 1 | | | | |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE | APPOINTMENT | | | | | RANK | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Executive Assistant | Other | | | NS | S |
| UNIVERSITY TOTAL | | | | | | | | | | | | | | | | | | |
| Total | 1242 | 1136 | 106 | 284 | 179 | 180 | 3 | 187 | 446 | 269 | 69 | 40 | 31 | 17 | | 341 | 22 | 24 |
| Men | 859 | 818 | 41 | 147 | 121 | 149 | 3 | 163 | 338 | 110 | 23 | 30 | 29 | 14 | | 251 | 17 | 19 |
| Women | 383 | 318 | 65 | 137 | 58 | 31 | | 24 | 108 | 159 | 46 | 10 | 2 | 3 | | 90 | 5 | 5 |

* Coach, Research Assistant, Staff Assistant, Post-Doctoral Fellow, Counselor, Administrative Assistant, Psychiatric Social Worker, Assistant or Acting Director

The number of women in academic departments varies greatly. Departments having no women on their faculties are Agriculture, Chemistry, Philosophy, Physics, Educational Administration, Higher Education, and Men's Physical Education (Table 2). Five additional departments have only one woman each: Industrial Technology, Allied Health Professions, Political Science, Accounting, and Business Administration. The Department of Economics has two, Geography-Geology has three, History has five.

The department of Women's Physical Education has 40 women and 2 men on the staff; English, 37 women and 53 men; Milner Library, 18 women and 15 men; Elementary Education, 31 women and 23 men; Metcalf Laboratory School, 52 women and 25 men; and University High School, 28 women and 39 men. Home Economics is the only department that employs no men.

Of those faculty not assigned to departments, only 2 of 27 executive assistants are women. Among those assigned to student services, however, women outnumber men by one.

Approximately 31 percent of the total faculty and professional staff at ISU are women; but the percentage is less, sometimes radically so, when the total staff are subdivided according to their responsibilities. Women comprise about 28 percent of the teaching faculty, 24 percent of the teaching faculty on continuing appointments, and 13 percent of the continuing appointments in their first year at ISU. Only 14 percent of those in administration are women (Table 3).

TABLE 3. NUMBER OF WOMEN AND MEN IN ADMINISTRATIVE OFFICES SECOND SEMESTER, 1970-71

| Administrative Office | Number | | |
|---|---|---|---|
| | W | M | T |
| President's Office | 1 | 21 | 22 |
| Administrative Services | 0 | 7 | 7 |
| Dean of Faculties | | | |
| Office | 1 | 14 | 15 |
| Institutional Research | 0 | 3 | 3 |
| H P S | 1 | 2 | 3 |
| College Deans | 0 | 12 | 12 |
| Department Heads and Chairmen* | 4 | 29 | 33 |
| Dean of Student Services | | | |
| Office | 5 | 19 | 24 |
| Admissions | 1 | 9 | 10 |
| Health Services | 0 | 8 | 8 |
| Residence Hall | 22 | 18 | 40 |
| Total | 35 | 142 | 177 |

* Includes Acting Heads

## Professional Qualifications

Twenty-three percent of the women teaching faculty have doctorates; of the men in similar positions 53 percent have doctorates. Of the

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| COLLEGE TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 147 | 137 | 10 | 27 | 17 | 25 | | 17 | 52 | 23 | 12 | 14 | | 1 | 1 | 1 | 1 | | | | | | | | 49 | | 3 |
| Men | 90 | 90 | 0 | 13 | 16 | 17 | | 12 | 35 | 6 | 7 | 10 | | 1 | 1 | 1 | | | | | | | | | 31 | | 1 |
| Women | 57 | 47 | 10 | 14 | 1 | 8 | | 5 | 17 | 17 | 5 | 4 | | | | | 1 | | | | | | | | 18 | | 2 |
| COLLEGE OF ARTS & SCIENCES | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Biological Sciences | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 41 | 39 | 2 | 3 | 2 | 17 | | 7 | 13 | 3 | | | | | | | | | 1 | | | | | | 21 | | 2 |
| Men | 34 | 34 | 0 | 1 | 2 | 14 | | 7 | 12 | | | | | | | | | | 1 | | | | | | 18 | | 2 |
| Women | 7 | 5 | 2 | 2 | 0 | 3 | | | 1 | 3 | | | | | | | | | | | | | | | 3 | | |
| Chemistry | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 20 | 18 | 2 | 2 | 2 | 5 | | 8 | 5 | | | | | | | | 2 | | | | | | | | 8 | | |
| Men | 20 | 18 | 2 | 2 | 2 | 5 | | 8 | 5 | | | | | | | | 2 | | | | | | | | 8 | | |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| Economics | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 14 | 12 | 2 | 3 | 2 | 3 | 1 | 3 | 5 | 1 | 1 | | | | | | | | | | | | | | | | |
| Men | 12 | 12 | 0 | 2 | 2 | 3 | 1 | 3 | 4 | 1 | | | | | | | | | | | | | | | | | |
| Women | 2 | 0 | 2 | 1 | 0 | | | | 1 | | 1 | | | | | | | | | | | | | | | | |
| English | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 90 | 83 | 7 | 29 | 2 | 12 | | 10 | 24 | 41 | 2 | | | | | | | 1 | | | | | | | 27 | 1 | 3 |
| Men | 53 | 53 | 0 | 8 | 2 | 11 | | 9 | 16 | 17 | | | | | | | | | | | | | | | 22 | 1 | 3 |
| Women | 37 | 30 | 7 | 21 | 0 | 1 | | 1 | 8 | 24 | 2 | | | | | | | 1 | | | | | | | 5 | | |
| Foreign Lang. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 32 | 31 | 1 | 9 | 1 | 6 | | 7 | 12 | 7 | | | | | | | | | | | | | | | 13 | 1 | 1 |
| Men | 23 | 23 | 0 | 3 | 1 | 4 | | 7 | 10 | 2 | | | | | | | | | | | | | | | 11 | 1 | 1 |
| Women | 9 | 8 | 1 | 6 | 0 | 2 | | | 2 | 5 | | | | | | | | | | | | | | | 2 | | |

TABLE 2. ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| APPLIED SCIENCE & TECHNOLOGY | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Agriculture | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 15 | 15 | 0 | 0 | 1 | 4 | | 4 | 5 | | | 2 | | | | | | | | | | | | | 6 | | 1 |
| Men | 15 | 15 | 0 | 0 | 1 | 4 | | 4 | 5 | | | 2 | | | | | | | | | | | | | 6 | | 1 |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| Men's P.E. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 37 | 37 | 0 | 7 | 8 | 6 | | 5 | 13 | 2 | 5 | 4 | | | 1 | 1 | | | | | | | | | 14 | | |
| Men | 37 | 37 | 0 | 7 | 8 | 6 | | 5 | 13 | 2 | 5 | 4 | | | 1 | 1 | | | | | | | | | 14 | | |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| Women's P.E. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 42 | 39 | 3 | 7 | 1 | 7 | | 3 | 13 | 13 | 3 | 3 | | | | | | | | | | | | | 13 | | 2 |
| Men | 2 | 2 | 0 | 0 | 0 | | | | | | | 2 | | | | | | | | | | | | | | | |
| Women | 40 | 37 | 3 | 7 | 1 | 7 | | 3 | 13 | 13 | 3 | 1 | | | | | | | | | | | | | 13 | | 2 |
| Home Ec. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 15 | 10 | 5 | 5 | 0 | 1 | | 2 | 4 | 3 | 2 | | | | | | 1 | | | | | | | | 5 | | |
| Men | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| Women | 15 | 10 | 5 | 5 | 0 | 1 | | 2 | 4 | 3 | 2 | 2 | | | | | 1 | | | | | | | | 5 | | |
| Industrial Technology | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 33 | 32 | 1 | 6 | 3 | 5 | | 2 | 17 | 5 | 2 | 1 | | 1 | | | | | | | | | | | 11 | 2 | |
| Men | 32 | 32 | 0 | 5 | 3 | 5 | | 2 | 17 | 4 | 2 | 1 | | 1 | | | | | | | | | | | 11 | 2 | |
| Women | 1 | 0 | 1 | 1 | 0 | | | | | 1 | | | | | | | | | | | | | | | | | |
| Allied Health Prof. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 5 | 4 | 1 | 2 | 4 | 2 | | 1 | | | | 2 | | | | | | | | | | | | | | | |
| Men | 4 | 4 | 0 | 1 | 4 | 2 | | 1 | | | | 1 | | | | | | | | | | | | | | | |
| Women | 1 | 0 | 1 | 1 | 0 | | | | | | | 1 | | | | | | | | | | | | | | | |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| Geography-Geology | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 23 | 23 | 0 | 2 | 3 | 6 | | 5 | 10 | 2 | | | | | | | | | | | | | | 11 | | |
| Men | 20 | 20 | 0 | 1 | 3 | 5 | | 4 | 10 | 1 | | | | | | | | | | | | | | 9 | | |
| Women | 3 | 3 | 0 | 1 | 0 | 1 | | 1 | | 1 | | | | | | | | | | | | | | 2 | | |
| History | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 32 | 31 | 1 | 5 | 3 | 10 | | 7 | 10 | 3 | | 2 | | | | | | | | | | | | 9 | 1 | 1 |
| Men | 27 | 27 | 0 | 4 | 3 | 8 | | 7 | 9 | 2 | | 1 | | | | | | | | | | | | 7 | 1 | 1 |
| Women | 5 | 4 | 1 | 1 | 0 | 2 | | | 1 | 1 | | 1 | | | | | | | | | | | | 2 | | |
| Library Sci. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 9 | 7 | 2 | 0 | 1 | | | 1 | 5 | 3 | | | | | | | | | | | | | | 2 | | |
| Men | 1 | 1 | 0 | 0 | 0 | | | | 1 | | | | | | | | | | | | | | | | | |
| Women | 8 | 6 | 2 | 0 | 1 | | | 1 | 4 | 3 | | | | | | | | | | | | | | 2 | | |
| Milner Lib. Serv. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 33 | 31 | 2 | 1 | 19 | 1 | | | 22 | 8 | 2 | | | | | | | | | | | | | 7 | 1 | 1 |
| Men | 15 | 15 | 0 | 0 | 11 | 1 | | | 10 | 4 | | | | | | | | | | | | | | 3 | | 1 |
| Women | 18 | 16 | 2 | 1 | 8 | | | | 12 | 4 | 2 | | | | | | | | | | | | | 4 | 1 | |
| Mathematics | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 47 | 43 | 4 | 14 | 2 | 3 | | 11 | 19 | 11 | 1 | 1 | 1 | | | | | | | | | | | 8 | 5 | |
| Men | 38 | 37 | 1 | 6 | 2 | 3 | | 11 | 18 | 4 | | 1 | 1 | | | | | | | | | | | 8 | 4 | |
| Women | 9 | 6 | 3 | 8 | 0 | | | | 1 | 7 | 1 | | | | | | | | | | | | | | 1 | |
| Philosophy | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 6 | 6 | 0 | 3 | 1 | 1 | | | 5 | | | | | | | | | | | | | | | | | |
| Men | 6 | 6 | 0 | 3 | 1 | 1 | | | 5 | | | | | | | | | | | | | | | | | |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| **Physics** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 11 | 10 | 1 | 0 | 1 | 2 | | 3 | 5 | | | 1 | | | | | | | | | | | | | 4 | | |
| Men | 11 | 10 | 1 | 0 | 1 | 2 | | 3 | 5 | | | 1 | | | | | | | | | | | | | 4 | | |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| **Pol. Science** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 16 | 16 | 0 | 0 | 1 | 3 | | 3 | 10 | | | | | | | | | | | | | | | | 5 | | |
| Men | 15 | 15 | 0 | 0 | 1 | 2 | | 3 | 10 | | | | | | | | | | | | | | | | 4 | | |
| Women | 1 | 1 | 0 | 0 | 0 | 1 | | | | | | | | | | | | | | | | | | | 1 | | |
| **Psychology** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 43 | 41 | 2 | 5 | 7 | 8 | | 13 | 16 | 5 | | | | 1 | | | | | | | | | | | 17 | 1 | |
| Men | 33 | 32 | 1 | 4 | 6 | 7 | | 9 | 14 | 2 | | | | 1 | | | | | | | | | | | 12 | 1 | |
| Women | 10 | 9 | 1 | 1 | 1 | 1 | | 4 | 2 | 3 | | | | | | | | | | | | | | | 5 | | |
| **Soc.-Anthro.** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 34 | 27 | 7 | 12 | 1 | 4 | | 5 | 18 | | 4 | 3 | | | | | | | | | | | | | 5 | | 2 |
| Men | 25 | 20 | 5 | 8 | 1 | 4 | | 4 | 12 | | 3 | 2 | | | | | | | | | | | | | 5 | | 2 |
| Women | 9 | 7 | 2 | 4 | 0 | | | 1 | 6 | | 1 | 1 | | | | | | | | | | | | | | | |
| **Speech** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 53 | 53 | 0 | 10 | 4 | 6 | | 15 | 18 | 13 | | 1 | | | | | | | | | | | | | 13 | | |
| Men | 41 | 41 | 0 | 6 | 4 | 5 | | 13 | 13 | 10 | | | | | | | | | | | | | | | 8 | | |
| Women | 12 | 12 | 0 | 4 | 0 | 1 | | 2 | 5 | 3 | | 1 | | | | | | | | | | | | | 5 | | |
| **No departmental affiliation but considered with College of Arts & Sciences** | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 4 | 4 | 0 | 0 | 2 | 2 | | 1 | 1 | | | | | | | | | | | | | | | | 3 | | |
| Men | 3 | 3 | 0 | 0 | 2 | 1 | | 1 | 1 | | | | | | | | | | | | | | | | 2 | | |
| Women | 1 | 1 | 0 | 0 | 0 | 1 | | | | | | | | | | | | | | | | | | | 1 | | |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| COLLEGE TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 508 | 475 | 33 | 62 | 98 | 89 | 1 | 99 | 198 | 97 | 10 | 8 | 1 | 1 | | | 2 | 1 | 1 | | | | | | 153 | 10 | 10 |
| Men | 377 | 367 | 10 | 34 | 48 | 76 | 1 | 89 | 155 | 43 | 3 | 5 | 1 | 1 | | | 2 | | 1 | | | | | | 121 | 8 | 10 |
| Women | 131 | 108 | 23 | 28 | 50 | 13 | | 10 | 43 | 54 | 7 | 3 | | | | | | 1 | | | | | | | 32 | 2 | |
| COLLEGE OF BUS. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Accounting | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 22 | 17 | 5 | 4 | 4 | 2 | | 2 | 11 | 2 | 5 | | | | | | | | | | | | | | 3 | 1 | |
| Men | 21 | 17 | 4 | 4 | 4 | 2 | | 2 | 11 | 2 | 4 | | | | | | | | | | | | | | 3 | 1 | |
| Women | 1 | 0 | 1 | 0 | 0 | | | | | | 1 | | | | | | | | | | | | | | | | |
| Bus. Admin. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 38 | 27 | 11 | 10 | 3 | 4 | 1 | 6 | 16 | 5 | | 6 | | | | | | | | | | | | | 3 | 2 | |
| Men | 37 | 27 | 10 | 10 | 3 | 4 | 1 | 6 | 15 | 5 | | 6 | | | | | | | | | | | | | 3 | 1 | |
| Women | 1 | 0 | 1 | 0 | 0 | | | | 1 | | | | | | | | | | | | | | | | | 1 | |
| Bus. Edu. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 18 | 16 | 2 | 3 | 1 | 1 | | 2 | 8 | 6 | 1 | | | | | | | | | | | | | | 4 | | |
| Men | 10 | 9 | 1 | 0 | 1 | 1 | | 2 | 5 | 1 | 1 | | | | | | | | | | | | | | 2 | | |
| Women | 8 | 7 | 1 | 3 | 0 | | | | 3 | 5 | | | | | | | | | | | | | | | 2 | | |
| COLLEGE TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 78 | 60 | 18 | 17 | 8 | 7 | 1 | 10 | 35 | 13 | 6 | 6 | | | | | | | | | | | | | 10 | 3 | |
| Men | 68 | 53 | 15 | 14 | 8 | 7 | 1 | 10 | 31 | 8 | 5 | 6 | | | | | | | | | | | | | 8 | 2 | |
| Women | 10 | 7 | 3 | 3 | 0 | | | | 4 | 5 | 1 | | | | | | | | | | | | | | 2 | 1 | |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| COLLEGE OF FINE ARTS | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Art | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 46 | 42 | 4 | 10 | 1 | 3 | | 9 | 21 | 5 | | 8 | | | | | | | | | | | | | 12 | | 3 |
| Men | 38 | 34 | 4 | 7 | 1 | 2 | | 7 | 19 | 3 | | 7 | | | | | | | | | | | | | 10 | | 3 |
| Women | 8 | 8 | | 3 | | 1 | | 2 | 2 | 2 | | 1 | | | | | | | | | | | | | 2 | | |
| Music | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 47 | 43 | 4 | 9 | 3 | 9 | | 5 | 22 | 9 | 1 | 1 | | | | | | | | | | | | | 16 | 2 | 1 |
| Men | 34 | 33 | 1 | 4 | 1 | 9 | | 4 | 17 | 4 | | | | | | | | | | | | | | | 13 | 1 | 1 |
| Women | 13 | 10 | 3 | 5 | 2 | | | 1 | 5 | 5 | 1 | 1 | | | | | | | | | | | | | 3 | 1 | |
| COLLEGE TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 93 | 85 | 8 | 19 | 4 | 12 | | 14 | 43 | 14 | 1 | 9 | | | | | | | | | | | | | 28 | 2 | 4 |
| Men | 72 | 67 | 5 | 11 | 2 | 11 | | 11 | 36 | 7 | | 7 | | | | | | | | | | | | | 23 | 1 | 4 |
| Women | 21 | 18 | 3 | 8 | 2 | 1 | | 3 | 7 | 7 | 1 | 2 | | | | | | | | | | | | | 5 | 1 | |
| COLLEGE OF EDU. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Education | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 109 | 107 | 2 | 23 | 32 | 20 | | 14 | 34 | 31 | 6 | 3 | | | | | | | | | | | | 1 | 32 | 2 | 2 |
| Men | 84 | 83 | 1 | 13 | 28 | 18 | | 12 | 32 | 19 | | 2 | | | | | | | | | | | | 1 | 26 | 2 | 1 |
| Women | 25 | 24 | 1 | 10 | 4 | 2 | | 2 | 2 | 12 | 6 | 1 | | | | | | | | | | | | | 6 | | 1 |
| Educ. Admin. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 18 | 17 | 1 | 1 | 9 | 6 | 1 | 7 | 4 | | | | | | | | | | | | | | | | 5 | | 1 |
| Men | 18 | 17 | 1 | 1 | 9 | 6 | 1 | 7 | 4 | | | | | | | | | | | | | | | | 5 | | 1 |
| Women | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| Elem. Educ. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 54 | 40 | 14 | 40 | 2 | 8 | | 11 | 13 | 15 | 6 | | | 1 | | | | | | | | | | | 12 | | 2 |
| Men | 23 | 21 | 2 | 23 | 2 | 5 | | 9 | 6 | 2 | | | | 1 | | | | | | | | | | | 8 | | 1 |
| Women | 31 | 19 | 12 | 17 | | 3 | | 2 | 7 | 13 | 6 | | | | | | | | | | | | | | 4 | | 1 |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Faculty Assistant | Lecturer | Visiting Lecturer | Executive Assistant | Head Coach | Assistant Coach | Resident Assistant | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting Director | Admin. Assistant | Psy. Soc. Worker | | NS | S |
| Metcalf | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 77 | 74 | 3 | 28 | 1 | 3 | | 3 | 30 | 28 | 13 | | | | | | | | | | | | | | 24 | 2 | 2 |
| Men | 25 | 24 | 1 | 8 | 1 | 3 | | 2 | 8 | 10 | 2 | | | | | | | | | | | | | | 6 | 1 | 1 |
| Women | 52 | 50 | 2 | 20 | | | | 1 | 22 | 18 | 11 | | | | | | | | | | | | | | 18 | 1 | 1 |
| Prof. Lab. Exp. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 22 | 20 | 2 | 12 | 1 | 2 | | 2 | 8 | 10 | | | | | | | | | | | | | | | 2 | 1 | |
| Men | 13 | 13 | | 5 | | | | 2 | 8 | 3 | | | | | | | | | | | | | | | 1 | 1 | |
| Women | 9 | 7 | 2 | 7 | 1 | 2 | | | | 7 | | | | | | | | | | | | | | | 1 | | |
| Special Educ. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 31 | 25 | 6 | 13 | 2 | 5 | | 5 | 6 | 8 | 3 | | 3 | 1 | | | | | | | | | | | 7 | 1 | |
| Men | 19 | 16 | 3 | 7 | 2 | 3 | | 4 | 5 | 3 | | | 3 | 1 | | | | | | | | | | | 4 | 1 | |
| Women | 12 | 9 | 3 | 6 | | 2 | | 1 | 1 | 5 | 3 | | | | | | | | | | | | | | 3 | | |
| University H.S. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 67 | 62 | 5 | 28 | 1 | 1 | | 5 | 23 | 29 | 8 | | | | | | | | | | | 1 | | | 19 | 1 | |
| Men | 39 | 38 | 1 | 10 | 1 | 1 | | 5 | 18 | 9 | 5 | | | | | | | | | | | 1 | | | 18 | 1 | |
| Women | 28 | 24 | 4 | 18 | | | | | 5 | 20 | 3 | | | | | | | | | | | | | | 1 | | |
| Higher Educ. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 2 | 2 | | 1 | 2 | 2 | | | | | | | | | | | | | | | | | | | | |
| Men | 2 | 2 | | 1 | 2 | 2 | | | | | | | | | | | | | | | | | | | | |
| Women | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| COLLEGE TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 380 | 347 | 33 | 146 | 50 | 47 | 1 | 47 | 118 | 121 | 36 | 3 | 3 | 2 | | | | | | | | 1 | | 1 | 101 | 7 | 7 |
| Men | 223 | 214 | 9 | 68 | 45 | 38 | 1 | 41 | 81 | 46 | 7 | 2 | 3 | 2 | | | | | | | | 1 | | 1 | 68 | 6 | 4 |
| Women | 157 | 133 | 24 | 78 | 5 | 9 | | 6 | 37 | 75 | 29 | 1 | | | | | | | | | | | | | 33 | 1 | 3 |

ILLINOIS STATE UNIVERSITY FACULTY STATUS BY COLLEGE, DEPARTMENT, AND SEX, FIRST SEMESTER, 1970-71

| COLLEGE AND DEPARTMENT | APPOINTMENT | | | | | RANK | | | | | | | | | | | | | | | | | | | | WITH TENURE | ON LEAVE NS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | FULL TIME | PART TIME | ONE YEAR | 12 MO. | Professor | Visiting Professor | Associate | Assistant | Instructor | Fac. Assist. | Lecturer | Visiting Lecturer | Exec. Assistant | Head Coach | Assist. Coach | Res. Assist. | Staff Assistant | Post Doc. Fellow | Staff Assistant | Counselor | Acting or Assistant Director | Admin. Assist. | Psy. Soc. Worker | | | |
| NO DEPARTMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec. Assist. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 27 | 25 | 2 | 5 | 21 | | | | | | | | | 27 | | | | | | | | | | | | | | |
| Men | 25 | 24 | 1 | 4 | 21 | | | | | | | | | 25 | | | | | | | | | | | | | | |
| Women | 2 | 1 | 1 | 1 | | | | | | | | | | 2 | | | | | | | | | | | | | | |
| Assigned—Dean of Faculties | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 2 | 2 | | 2 | | | | | | 1 | | | | | | | | | | | | 1 | | | | | | |
| Men | 1 | 1 | | 1 | | | | | | | | | | | | | | | | | | 1 | | | | | | |
| Women | 1 | 1 | | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | | |
| Assigned-Student Services | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 7 | 5 | 2 | 6 | 2 | | | | | | 4 | | | | | | | | | | | 1 | | 1 | 1 | | | |
| Men | 3 | 2 | 1 | 2 | 2 | | | | | | 1 | | | | | | | | | | | | | 1 | 1 | | | |
| Women | 4 | 3 | 1 | 4 | | | | | | | 3 | | | | | | | | | | | 1 | | | | | | |
| COLLEGE TOTALS | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 36 | 32 | 4 | 13 | 2 | | | | | 1 | 4 | | | 27 | | | | | | | | 1 | 1 | 1 | 1 | | | |
| Men | 29 | 27 | 2 | 7 | 2 | | | | | | 1 | | | 25 | | | | | | | | | 1 | 1 | 1 | | | |
| Women | 7 | 5 | 2 | 6 | | | | | | 1 | 3 | | | 2 | | | | | | | | 1 | | | | | | |

administrative staff, 47 percent of the women and 62 percent of the men have doctorates. Of the total teaching faculty with doctorates, 16 percent are women; of the administrative staff with doctorates, 8 percent are women (Table 4).

## Rank

A recent NEA study of public universities of 10,000 or over indicates the percentages of faculty by rank and sex. Percentages of ISU faculty are compared with the other universities in Table 5. (Larsen, Bulletin 37)

TABLE 5. PERCENTAGES OF ISU FACULTY BY RANK AND SEX COMPARED WITH PUBLIC UNIVERSITIES 10,000 OR OVER

| Rank | Public Universities | | ISU | | Difference | |
|---|---|---|---|---|---|---|
| | W | M | W | M | W | M |
| Professor | 9.4 | 24.5 | 7.9 | 17.2 | - 1.5 | - 7.3 |
| Associate Professor | 27.1 | 31.0 | 6.1 | 19.0 | -21.0 | -12.0 |
| Assistant Professor | 28.7 | 28.2 | 26.9 | 39.8 | - 1.8 | +11.6 |
| Instructor | 34.8 | 16.3 | 42.5 | 12.2 | + 7.7 | - 4.1 |

Figure 1 graphically portrays the status by rank of women at ISU.

Although women comprise about 28 percent of the faculty primarily responsible for teaching, over half of the women faculty hold rank below that of assistant professor. Fifty-four percent of the women are instructors, lecturers or faculty assistants in comparison with 18 percent of the men. Approximately 17 percent of the men and 11 percent of the women hold the rank of professor; 20 percent of the men and 8 percent of the women are associate professors; 43 percent of the men and 27 percent of the women are assistant professors.

Of the new teaching faculty in 1970-71, one woman and eight men were employed as full professors. No women and eleven men were employed as associate professors. Forty-four percent of new women faculty were employed on a part-time basis in comparison with 15 percent of new men. (Larsen, Bulletin 37)

In the university laboratory schools women are found mainly in the lower ranks. (Larsen, Bulletin 39) Although 57 percent (78) of the laboratory school faculty are women and 43 percent (58) are men, only one percent of the women in contrast with 19 percent of the men hold the rank of associate professor or higher. Here the percentages may reflect educational qualifications, as 19 percent of the men have doctorates in comparison with 3 percent of the women. Sixty percent of the men but only 32 percent of the women hold the rank of assistant professor. Sixty-eight percent of the women in the laboratory schools are instructors or faculty assistants.

Twenty-six percent of the administrative staff are men holding the rank of professor; women with academic rank of professor comprise only two percent of the administrative staff. (Larsen, Bulletin 40) Table 6 indicates the numbers in various administrative positions, showing the absence of women in top management.

TABLE 4. EDUCATIONAL QUALIFICATIONS OF ISU TEACHING FACULTY AND ADMINISTRATORS, SECOND SEMESTER, 1970-71

| | Teaching Faculty | | | | | Administrators (Excluding Residence Hall Staff) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | M | % of Tot. M | W | % of Tot. W | Total | M | % of Tot. M | W | % of Tot. W | Total |
| None | 0 | | 0 | | 0 | 2 | 1.6 | 0 | | 2 |
| Associate | 0 | | 0 | | 0 | 0 | 0.0 | 0 | | 0 |
| Bachelors | 19 | 2.8 | 5 | 1.6 | 24 | 14 | 11.3 | 1 | 6.7 | 15 |
| Masters | 106 | 15.4 | 153 | 49 | 259 | 15 | 12.1 | 5 | 33.3 | 20 |
| Specialist | 198 | 28.8 | 81 | 26.0 | 279 | 16 | 12.9 | 2 | 13.3 | 18 |
| Doctors | 365 | 53.1 | 73 | 23.4 | 73 | 77 | 62.1 | 7 | 46.7 | 84 |
| Total | 688 | 100% | 312 | 100% | 1000 | 124 | 100% | 15 | 100% | 139 |

Note: 83.3% of faculty with doctorates are men
16.7% of faculty with doctorates are women

Note: 91.7% of administrators with doctorates are men
8.3% of administrators with doctorates are women

FIGURE 1. THE NUMBER OF FACULTY AND PROFESSIONAL STAFF BY RANK, FIRST SEMESTER, 1970-71

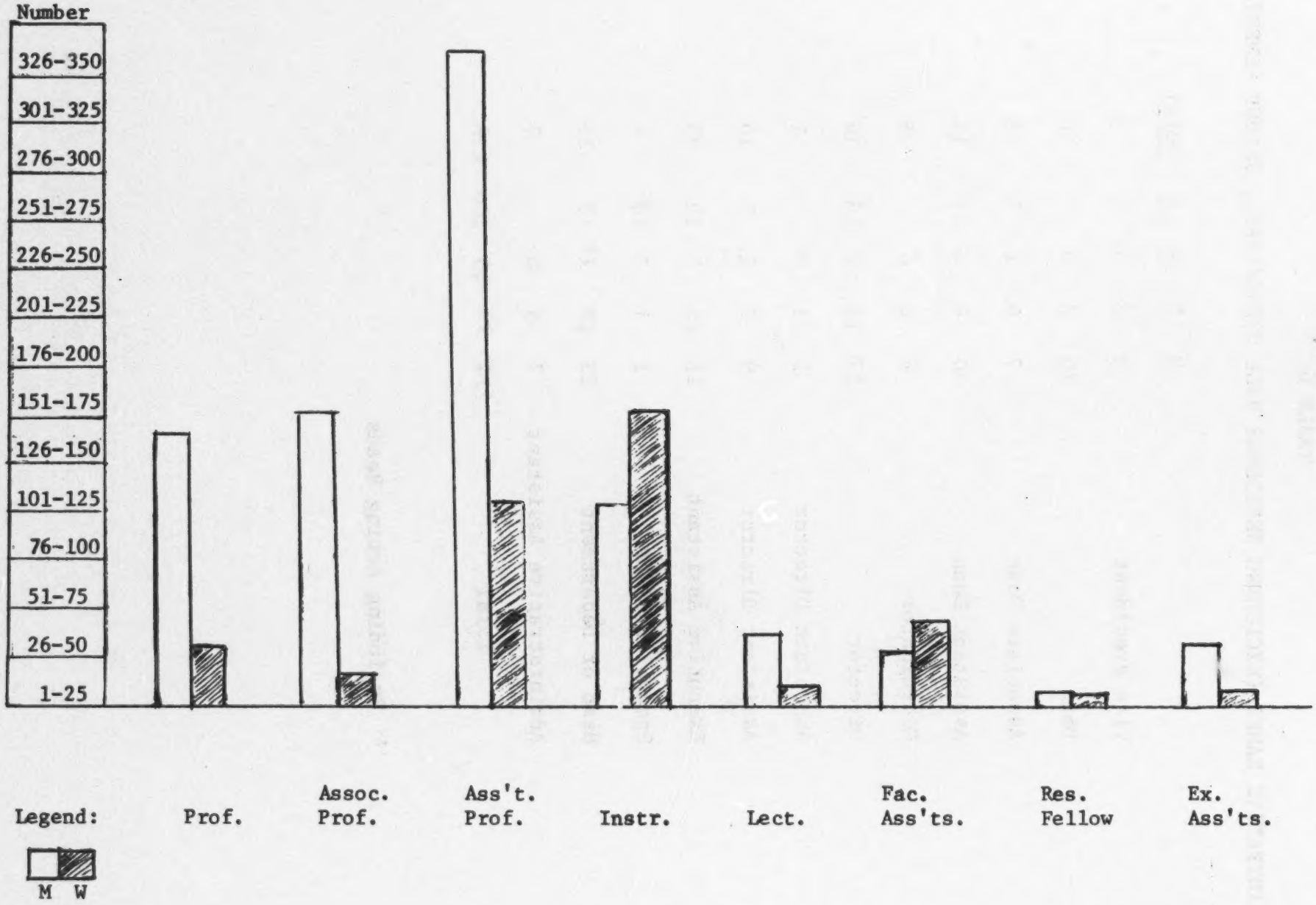


TABLE 6.

ADMINISTRATIVE RANKS (EXCLUDING RESIDENCE HALL COUNSELORS), SECOND SEMESTER, 1970-71

| | M | % | W | % | Total |
|---|---|---|---|---|---|
| Vice President | 3 | 2 | 0 | | 3 |
| Dean | 10 | 8 | 0 | | 10 |
| Associate Dean | 7 | 6 | 1 | 7 | 8 |
| Assistant Dean | 10 | 8 | 4 | 27 | 14 |
| Coordinator | 8 | 6 | 0 | | 8 |
| Director | 17 | 14 | 2 | 13 | 19 |
| Associate Director | 1 | 1 | 0 | | 1 |
| Assistant Director | 9 | 7 | 1 | 7 | 10 |
| Executive Assistant | 28 | 22 | 2 | 13 | 30 |
| Special Advisor | 1 | 1 | 3 | 20 | 4 |
| Head of Department | 23 | 18 | 2* | 13 | 25 |
| Administrative Assistant | 7 | 6 | 0 | | 7 |
| Total | 124 | 99 | 15 | 100 | 139 |

* Excluding Acting Heads

Of the residence hall staff, women hold the lower ranks. (Larsen, Bulletin 40) Of the total 38 staff members, 88 percent of the men (14 of 16) but only 54 percent of the women (12 of 22) hold the rank of instructor. Six percent of the men are faculty assistants as compared with 46 percent of the women.

## Salaries

National studies of faculty compensation made by the AAUP show average salaries for full-time faculty for nine months, adjusted to include fringe benefits, but do not break down the data by sex. Figures cited for Illinois State for 1970-71 by rank are:

| Rank | Salary (to the nearest hundredth) |
|---|---|
| Professor | 20,200 |
| Associate Professor | 16,800 |
| Assistant Professor | 13,200 |
| Instructor | 9,700 |

Table 7 indicates the average monthly salaries earned by full-time faculty and administrators holding rank in any of the five colleges (fringe benefits as defined by AAUP are not included). In seventeen of the categories, women earn less than men. In only four do men earn less than women. When the Research Committee examined the ISU data, they also examined averages which included part-time faculty. The overall salary status was the same: in the identical seventeen categories, mean salaries for women were lower than those for men; in the same four categories, mean salaries for men were lower.

In 1970-71, the overall median monthly salary was $1285 for women faculty on continuing appointments as compared with $1493 for men. (Larsen, Bulletin 31) This could account for a yearly salary difference of $1812 on a nine-months appointment and $2283 on an eleven-months appointment. However, this comparison does not take into account possible differences in qualifications. Degrees and experience are not variables included in this particular analysis.

Table 8 shows the comparison of men's and women's median salaries at all ranks by colleges and by sex for 732 continuing faculty. (Larsen, Bulletins 31-36) In twelve categories the median for women is smaller than is the median for men. This difference varies from $30 to $203 per month, with the median difference of about $93 more for men faculty members. The College of Business assistant professor rank shows the largest difference in the University between men's and women's median salaries, a difference of $203 per month.

In the College of Fine Arts, women receive lower median salaries in all ranks. In three of four ranks the College of Arts and Sciences and the College of Education also show higher salaries for men. In three categories the median salaries for women exceed those for men: professors in Education and in Applied Science and Technology and associate professor in Applied Science and Technology.

TABLE 7. MEAN SALARIES OF FULL-TIME FACULTY AND ADMINISTRATORS HOLDING ACADEMIC RANK
SECOND SEMESTER, 1970-71

| | A. & S. | | A.S. & T. | | Business | | Education | | Fine Arts | |
|---|---|---|---|---|---|---|---|---|---|---|
| | M | W | M | W | M | W | M | W | M | W |
| Professor | 2000.97 | 1932.17 | 1938.64 | 2023.38 | 2050.40 | | 1919.63 | 2026.50 | 1942.30 | |
| N | 63 | 12 | 14 | 8 | 5 | 0 | 27 | 8 | 10 | 1 |
| Assoc. Professor | 1686.37 | 1620.88 | 1508.55 | 1649.00 | 1818.80 | | 1640.35 | 1600.40 | 1678.00 | 1599.00 |
| N | 87 | 8 | 11 | 5 | 10 | 0 | 37 | 5 | 11 | 2 |
| Asst. Professor | 1323.19 | 1264.74 | 1303.75 | 1271.82 | 1351.41 | 1284.00 | 1299.22 | 1267.29 | 1316.[illegible]7 | 1273.67 |
| N | 139 | 31 | 32 | 17 | 29 | 4 | 68 | 35 | 35 | 6 |
| Instructor | 964.62 | 927.16 | 1035.67 | 1000.33 | 997.67 | 1022.00 | 1003.91 | 984.58 | 1041.00 | 926.17 |
| N | 34 | 38 | 6 | 15 | 3 | 4 | 23 | 52 | 7 | 6 |
| Lecturer | 1171.25 | 1037.50 | 1137.75 | | 950.00 | | | | 1190.33 | |
| N | 4 | 2 | 8 | 1 | 2 | 0 | 1 | 0 | 3 | 1 |

*Mean salaries not reported where N=1
**Mean salaries are "boxed" where mean for women is less than mean for men

TABLE 8. 1969-70 and 1970-71 MEDIAN SALARIES OF 732 FACULTY ON CONTINUING APPOINTMENTS * **
(EXCLUDING ADMINISTRATIVE STAFF AND RESIDENCE HALL DIRECTORS)

| RANK | COLLEGE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | A.& S. | | A.S.& T. | | Business | | Education | | Fine Arts | |
| | M | W | M | W | M | W | M | W | M | W |
| Prof. (No.) | 67 | 13 | 14 | 8 | 6 | | 28 | 7 | 10 | 1 |
| 69-70 Mdn. Salary | 1905 | 1790 | 1777 | 1945 | 1923 | | 1865 | 1875 | 1785 | |
| 70-71 Mdn. Salary | 2026 | 1888 | 1910 | 2076 | 2017 | | 1947 | 2007 | 1893 | |
| Assoc. Prof. (No.) | 87 | 9 | 11 | 5 | 7 | | 33 | 6 | 8 | 3 |
| 69-70 Mdn. Salary | 1560 | 1490 | 1385 | 1475 | 1700 | | 1500 | 1437 | 1563 | 1490 |
| 70-71 Mdn. Salary | 1685 | 1601 | 1483 | 1577 | 1819 | | 1621 | 1534 | 1683 | 1587 |
| Ass't. Prof. (No.) | 100 | 29 | 26 | 14 | 17 | 3 | 68 | 30 | 26 | 6 |
| 69-70 Mdn. Salary | 1255 | 1220 | 1235 | 1175 | 1265 | 1175 | 1240 | 1190 | 1210 | 1113 |
| 70-71 Mdn. Salary | 1355 | 1295 | 1330 | 1282 | 1404 | 1201 | 1339 | 1280 | 1344 | 1191 |
| Instructor (No.) | 15 | 9 | 7 | 11 | 1 | 1 | 14 | 20 | 4 | 3 |
| 69-70 Mdn. Salary | 995 | 1000 | 1000 | 970 | | | 993 | 965 | 1013 | 925 |
| 70-71 Mdn. Salary | 1000 | 1000 | 1000 | 1000 | | | 1054 | 996 | 1106 | 989 |
| Lecturer (No.) | | | 4 | | | | 1 | | | |
| 69-70 Mdn. Salary | | | 1102 | | | | | | | |
| 70-71 Mdn. Salary | | | 1196 | | | | | | | |

* Salaries unreported where N=1
** Salaries are "boxed" where median salary for women is lower than median salary for men

In all colleges women assistant professors have lower salaries than men. Also striking is the fact that there are five men lecturers on continuing appointments, but no women.

In all teaching faculty ranks, top monthly salaries are awarded to men. In the top salary categories are ten men professors with a monthly salary over $2200, thirteen men associate professors with a monthly salary over $1900, five assistant professors with a monthly salary over $1600 and one instructor with a monthly salary over $1200. No women on continuing appointments earn the top salaries in any rank.

## Salary Increments

A comparison of median increments and percentage increases from 1969-70 to 1970-71 for 732 continuing faculty shows that women received smaller raises than men (Table 9). The difference in median raises is $93. (Larsen, Bulletins 31-36) Women assistant professors in Business received the smallest median increment, $26, an increase of only 2.2 percent, whereas men assistant professors in Business received the largest median increment, $139, an increase of 11 percent. In most other categories the increases were about six percent. Women in all ranks in Arts and Sciences received smaller increments than did men.

## Research Grants

Illinois State has been proud of the increase in funding from outside agencies. In the first three quarters of fiscal year 1970-71, $969,233 has been received as compared with $767,923 in the first quarters of fiscal year 1969-70. During the fiscal year 1969-70, $1,305,468 in grants were approved for ISU, and for fiscal year 1970-71 the total was $1,540,420. Approximately 95 percent of the grants were through federal funding, with 20 percent (of the 95%) channeled through state agencies. Although a high percentage of women submitting proposals receive awards, a small percent of women faculty members submit proposals (Table 10).

TABLE 10. NUMBER OF ISU FACULTY SUBMITTING PROPOSALS AND RECEIVING FUNDS FROM OUTSIDE AGENCIES

| | Number Submitting Proposals | | | Number Receiving Awards | | |
|---|---|---|---|---|---|---|
| | W | M | W/Total | W | M | W/Total |
| 1968-69 | 10 | 76 | 12% | 9 | 54 | 14% |
| 1969-70 | 12 | 108 | 10% | 6 | 52 | 10% |

Note: Awards received in a given year do not always represent proposals submitted in the same year.

TABLE 9. MEDIAN INCREMENTS AND PER CENT INCREASE FROM 1969-70 to 1970-71 for 732 FACULTY ON CONTINUING APPOINTMENTS * **
(EXCLUDING ADMINISTRATIVE STAFF AND RESIDENCE HALL DIRECTORS)

| RANK | COLLEGE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | A. & S. | | A.S. & T. | | Bus. | | Ed. | | F.A. | |
| Prof. | M | W | M | W | M | W | M | W | M | W |
| Median Increment | 121 | 98 | 133 | 131 | 94 | | 82 | 132 | 108 | |
| % Increase | 6.4 | 5.5 | 7.5 | 6.7 | 4.9 | | 4.4 | 7.0 | 6.1 | |
| Assoc. Prof. | | | | | | | | | | |
| Median Increment | 125 | 111 | 98 | 102 | 119 | | 121 | 97 | 120 | 97 |
| % Increase | 8.0 | 7.4 | 7.1 | 6.9 | 7.0 | | 8.1 | 6.8 | 7.7 | 6.5 |
| Ass't. Prof. | | | | | | | | | | |
| Median Increment | 95 | 75 | 95 | 107 | 139 | 26 | 99 | 90 | 134 | 78 |
| % Increase | 7.6 | 6.1 | 7.7 | 9.1 | 11.0 | 2.2 | 8.0 | 7.6 | 11.1 | 7.0 |
| Instructor | | | | | | | | | | |
| Median Increment | 5 | 0 | 0 | 30 | | | 61 | 31 | 93 | 64 |
| % Increase | 0.5 | 0.0 | 0.0 | 3.1 | | | 6.1 | 3.2 | 9.2 | 6.9 |
| Lecturer | | | | | | | | | | |
| Median Increment | | | 94 | | | | | | | |
| % Increase | | | 8.5 | | | | | | | |

* Increments and Per Cent Increase unreported where N=1
** Increments and Per Cent Increase are "boxed" where women receive less than men

## Faculty Development Grants

The Faculty Development Program, approximately eighteen months old, covers two academic years. Table 11 reveals the number of men and women submitting proposals and the number receiving awards. An examination of the data discloses that women received a percentage of awards approximately equal to the percentage of proposals submitted.

TABLE 11. NUMBER OF ISU FACULTY SUBMITTING PROPOSALS AND RECEIVING FACULTY DEVELOPMENT GRANTS

| | Number Submitting Proposals | | | Number Submitting Awards | | |
|---|---|---|---|---|---|---|
| | W | M | W/Total | W | M | W/Total |
| 1969-70 | 15 | 96 | 14% | 9 | 55 | 14% |
| 1970-71 | 19 | 114 | 14% | 12 | 63 | 16% |

Note: In 1970-71 two men and women teams submitted proposals. One team received an award.

## Age and Years at ISU

The relatively older median age of women as compared with men is easily discerned by an examination of Figure 2. Table 12 shows a comparison of ages of faculty and administrators. About half the women faculty and 40 percent of the men are over forty. In administration about 34 percent of the women and 37 percent of the men are under forty.

A salient characteristic of a university is the length of faculty service. A rapidly growing and changing university is reflected by an expanding faculty. Approximately two-thirds of both women and men faculty have been at ISU five years or less (Table 13). About half the men and three-fifths the women in administration are in this category.

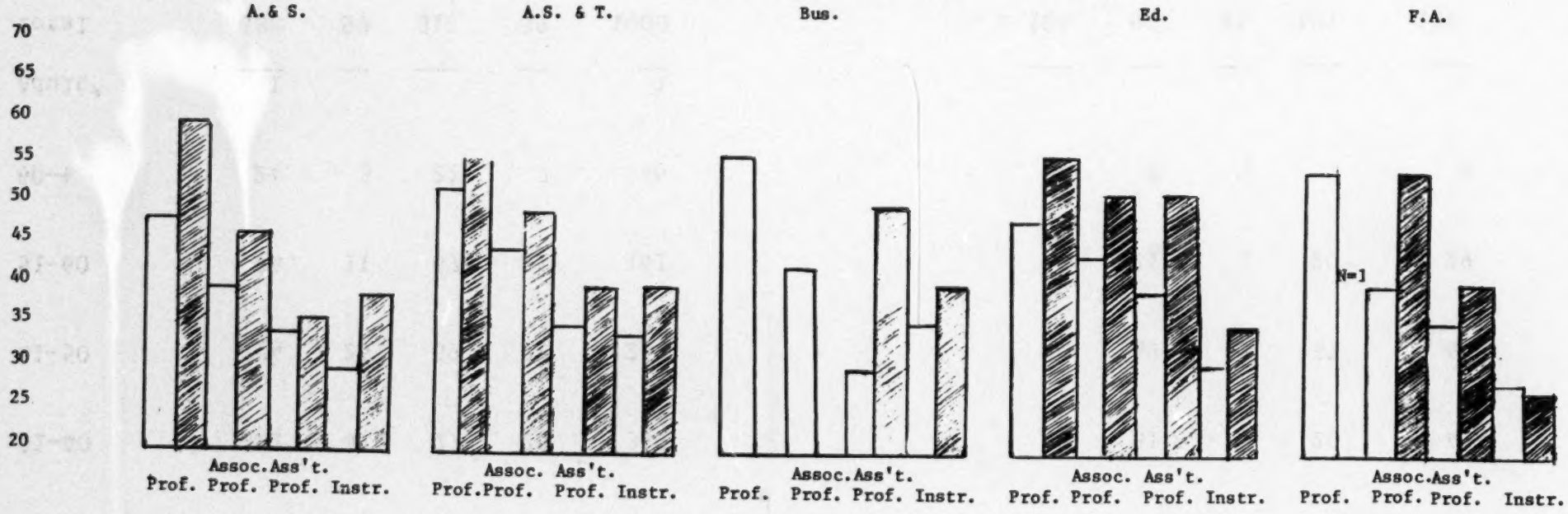
## Tenure and Leaves

Of 341 members of the faculty with tenure, 90 (26%) are women. Twenty-one percent of those on sabbatical leaves are women. Twenty-three percent of those on non-sabbatical leaves are women (Table 1).

## Committee Assignments

Eleven standing committees of the University common to the last five-year period were selected for study: Academic Life and Student Organization Board, Academic Standards, Athletic Board, Curriculum, Entertainment, Library, Parking and Traffic, Reinstatement, Student Code Enforcement and Review Board, University Publications, and Textbook. Only faculty members were counted, although many had student

FIGURE 2. MEDIAN AGES OF TEACHING FACULTY BY SEX, RANK AND COLLEGES, SECOND SEMESTER, 1970-71




Legend:

M W

TABLE 12. AGES OF FACULTY AND ADMINISTRATORS, SECOND SEMESTER, 1970-71

| | Faculty | | | | | Administrators | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | M | % | W | % | Total | M | % | W | % | Total |
| 21-25 | 8 | 1 | 20 | 6 | 28 | 1 | 1 | 1 | 7 | 2 |
| 26-30 | 125 | 18 | 57 | 18 | 182 | 9 | 7 | 1 | 7 | 10 |
| 31-40 | 282 | 41 | 77 | 25 | 359 | 39 | 31 | 3 | 20 | 42 |
| 41-50 | 174 | 25 | 69 | 22 | 243 | 40 | 32 | 7 | 47 | 47 |
| 51-60 | 74 | 11 | 67 | 21 | 141 | 26 | 21 | 3 | 20 | 29 |
| 60-+ | 24 | 3 | 22 | 7 | 46 | 9 | 7 | 0 | | 9 |
| Adult* | 1 | — | — | — | 1 | — | — | — | — | — |
| Total | 688 | 99 | 312 | 99 | 1000 | 124 | 99 | 15 | 101 | 139 |

* One man indicated no age.

TABLE 13

NUMBER OF FACULTY AND ADMINISTRATORS BY SEX AND YEARS AT ISU, SECOND SEMESTER, 1970-71

| | Faculty | | | | | Administration (Excluding Residence Hall Staff) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Years at ISU | M | % | W | % | Total | M | % | W | % | Total |
| 0-5 | 446 | 65 | 209 | 67 | 655 | 56 | 53 | 9 | 60 | 77 |
| 6-10 | 144 | 21 | 35 | 11 | 179 | 22 | 18 | 2 | 13 | 24 |
| 11-15 | 50 | 7 | 25 | 8 | 75 | 15 | 12 | 1 | 7 | 16 |
| 16-20 | 17 | 2 | 18 | 6 | 35 | 6 | 5 | 0 | 0 | 6 |
| 21-25 | 20 | 3 | 17 | 5 | 37 | 10 | 8 | 2 | 13 | 12 |
| 25-+ | 11 | 2 | 8 | 2 | 19 | 5 | 4 | 1 | 7 | 6 |
| Total | 688 | 100% | 312 | 100% | 1000 | 124 | 100% | 15 | 100% | 139 |

| Years at ISU | M | % | W | % | Total | | M | % | W | % | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0-5 | 446 | 68 | 209 | 32 | 655 | 100% | 66 | 86 | 11 | 14 | 77 | 100% |
| 6-10 | 144 | 80 | 35 | 20 | 179 | 100% | 22 | 92 | 2 | 8 | 24 | 100% |
| 11-15 | 50 | 67 | 25 | 33 | 75 | 100% | 15 | 94 | 1 | 6 | 16 | 100% |
| 16-20 | 17 | 49 | 18 | 51 | 35 | 100% | 6 | 100 | 0 | 0 | 6 | 100% |
| 21-25 | 20 | 54 | 17 | 46 | 37 | 100% | 10 | 83 | 2 | 17 | 12 | 100% |
| 25-+ | 11 | 58 | 8 | 42 | 19 | 100% | 5 | 83 | 1 | 17 | 6 | 100% |

and/or civil service members. Because data were not complete for 1968-69, four of the last five years were analyzed.

Women faculty were listed in diminishing numbers each year (Table 14). In 1966-67, women faculty members numbered 21. By 1970-71, only nine were listed on the eleven committees. Women chairmen fared slightly better. None were listed for these particular committees in 1966-67, but two were listed during each of the other years from 1967 to 1970.

Of a total of 308 persons serving on these committees, only 67 or 22 percent were women. The percentage declined each year from the 26 percent for 1966-67 to only 12 percent for 1970-71. Of the 44 separate committees over the four year period, only 6 have been chaired by women.

Four standing committees common to each of the five colleges during the academic year 1970-71 were chosen for membership comparison: APT, College Council, Elections, and Curriculum (Table 15). The College of Arts and Sciences named only one woman to any of these committees, while the College of Business had only two women on their committees. The College of Applied Science and Technology listed 8 women among 29 committee members, although Home Economics and Women's Health and Physical Education, which are mainly women, are two of the six departments in this College. The College of Education listed 8 women among the 33 committee members. A total of 23 women and 116 men were named to these 20 college committees. All chairmen, where these were identified, were men.

## SUMMARY

Certain facts objectify the status of women at ISU. Thirty-one percent of the total faculty are women. By colleges, they range from a high of 41 percent in the College of Education to a low of 13 percent in the College of Business. A disproportionate number of part-time faculty (61% of the total) are women. On one-year appointments, 48 percent are women. On 12-month appointments, 32 percent are women. As to number employed in individual departments, seven departments have no women faculty, five have only one. Twenty-eight percent of the teaching faculty are women, but only 14 percent of administrators are women.

Twenty-three percent of the women teaching faculty have doctorates, as compared with 53 percent of the men. In administration, 47 percent of the women have doctorates as compared with 62 percent of the men. Less than half the women faculty hold the rank of assistant professor or above, 46 percent as compared with 82 percent of the men. Twenty-seven percent of the women are assistant professors, eight percent are associate professors, and 11 percent are professors.

In the laboratory schools, 68 percent of the women hold the rank of instructor or faculty assistant, as compared with 20 percent of the men. One percent of women, as compared with 19 percent of the men, hold

TABLE 14. NUMBER OF FACULTY APPOINTED TO ELEVEN STANDING UNIVERSITY COMMITTEES, 1966-70

| Committee or Board | 1970 | | | 1969 | | | 1968-1969 omitted | 1967 | | | 1966 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | M | W | Total | M | W | Total | | M | W | Total | M | W | Total |
| Academic Life and Student Organizations | 5* | 1 | 6 | 5* | 3 | 8 | | 5* | 3 | 8 | 5* | 3 | 8 |
| Academic Standards | 4* | 2 | 6 | 7* | 1 | 8 | | 5* | 3 | 8 | 6* | 3 | 9 |
| Athletic Board | 9* | 0 | 9 | 7* | 1 | 8 | | 6* | 1 | 7 | 7* | 1 | 8 |
| Curriculum Committee | 9* | 2 | 11 | 10* | 3 | 13 | | 10* | 2 | 12 | 10* | 2 | 12 |
| Entertainment | 2 | 2* | 4 | 3 | 3* | 6 | | 3* | 3 | 6 | 4* | 2 | 6 |
| Library | 7* | 0 | 7 | 6* | 2 | 8 | | 7* | 2 | 9 | 5* | 3 | 8 |
| Parking and Traffic | 3* | 0 | 3 | 5* | 0 | 5 | | 5 | 1* | 6 | 3* | 1 | 4 |
| Reinstatement | 6 | 1 | 7 | 3* | 1 | 4 | | 3* | 1 | 4 | 3* | 1 | 4 |
| Student Code Enforcement/Review (Old Discipline Board) | 3 | 1* | 4 | not listed | | | | 4* | 2 | 6 | 4* | 2 | 6 |
| University Publications | 14* | 0 | 14 | 7* | 1 | 8 | | 7* | 1 | 8 | 7* | 1 | 8 |
| Textbook | 5* | 0 | 5 | 3 | 2* | 5 | | 5* | 1 | 6 | 4* | 2 | 6 |
| Totals | 67 | 9 | 76 | 56 | 17 | 73 | | 60 | 20 | 80 | 58 | 21 | 79 |

* Sex of Chairman, where listed

Note: Many Boards have student and/or Civil Service members. None of these are listed, since we are concerned here with faculty.

TABLE 15. NUMBER OF FACULTY APPOINTED TO FOUR STANDING COLLEGE COMMITTEES 1970-71

| Colleges | Business | | | Education | | | Arts and Sciences** | | | Fine Arts | | | Applied Science and Technology | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Committees | M | W | Total | M | W | Total | M | W | Total | M | W | Total | M | W | Total |
| APT | 4* | 0 | 4 | 8* | 0 | 8 | 6 | 1 | 7 | 7* | 2 | 9 | 6* | 2 | 8 |
| College Council | 7* | 0 | 7 | 9* | 3 | 12 | 11 | 0 | 11 | 7* | 2 | 9 | 7* | 3 | 10 |
| Elections | 2* | 1 | 3 | 1* | 2 | 3 | 3 | 0 | 3 | 3* | 0 | 3 | 2* | 1 | 3 |
| Curriculum | 4* | 1 | 5 | 7* | 3 | 10 | 11 | 0 | 11 | 5* | 0 | 5 | 6* | 2 | 8 |
| Totals | 17 | 2 | 19 | 25 | 8 | 33 | 31 | 1 | 32 | 22 | 4 | 26 | 21 | 8 | 29 |

* Sex of Chairmen
** No Chairmen listed

the rank of associate professor of higher. In administration, two percent of the top administrators are women with the rank of professor. Of the residence hall staff, most men are instructors; nearly half the women are faculty assistants.

Women in most ranks and colleges earn less than men, whether one compares medians or means. A median salary of $1285 for women on continuing appointments contrasts with $1493 for men. Women holding the rank of assistant professor most consistently receive lower salaries than men. The median increment for women this past year was $93 less than for men.

During the period of 1968-70, a smaller number of research proposals for outside funding was submitted by women (22 compared with 184), but a higher percentage of these received awards (68 percent compared with 58 percent). Approximately 14 percent of those receiving Faculty Development Grants during the two years this fund has been in effect, have been women.

The majority of the faculty have beenat ISU for five years or less (68%). Of this number, 32 percent are women. Only nine percent of the teaching faculty have been at ISU for 15 years or more. Of these, approximately 50 percent are women. The median age of women is greater in all ranks and colleges, except for instructors in Fine Arts.

The number of women on the eleven University Committees which remained constant during the past five years has decreased from 22 percent of the total in 1966-67 to 12 percent of the total membership in 1970-71. Of 44 separate committees, only six have been chaired by women. Of four committees, common to all colleges, 17 percent of the members in 1970-71 were women. No women were chairmen.

## EVALUATION

Because of the heritage of ISU as a teacher education institution, it might be expected that women in the University enjoy a status higher than would be found in long-established multipurpose universities. Actually, both men and women are found in the various professorial ranks in smaller proportions than in public institutions of 10,000 or over. Because of the lack of established doctoral programs across the colleges, it may be that a disproportionate number of faculty are sought for the functions that many doctoral candidates perform at other universities.

In number, women faculty are a one-third minority, frequently relegated to part-time, one-year contracts, and the rank of instructor or faculty assistant. It appears that this may be a cheap labor market readily supplied by faculty wives, wives of community businessmen, and young, aspiring graduates.

Professional qualifications are probably reflected in the proportion of men and women holding advanced rank in the laboratory schools. Nineteen

percent of the men have doctorates and 19 percent of the men are associate professors or professors. One wonders if women doctorates are not sought, not encouraged, or not retained in the laboratory schools. Perhaps the potential doctorate envisions little opportunity for advancement or is never employed in the first place. Women may be discouraged from seeking additional educational opportunities when the financial and professional payoffs are non-existent.

Salaries reflect educational qualifications; but they also reflect the lack of opportunity for women to serve in high level policy making positions, where top salaries are earned. Judging from the facts, few opportunities exist at ISU for women executive assistants, coordinators, or Deans. In the past, some women have held middle level administrative positions but on their retirement or death they have been replaced by men. Women in administration are found only in positions where women have traditionally been in the majority as in Women's Physical Education, Home Economics, Library, Education and Student Personnel.

Women receive smaller salaries and smaller increments. For women with equal qualifications and experience, this is difficult to explain. However, a majority of men faculty but only 23 percent of the women teaching faculty have doctorates. If women wish to receive equal compensation, they must be equally prepared. A high percentage of those women submitting proposals for faculty development grants receive awards; but a small percentage apply, as compared with men.

The median age for women, by rank, if greater than that for men. Considering the ranks of professor and associate professor, the median salary and the years of experience at ISU, it appears that promotions, salaries, and salary increases are slower for women. Considering the median age of women at the two upper ranks, one can predict an even smaller proportion of women in those ranks in the future unless women are actively recruited.

A smaller percentage of women are on sabbatical leaves, considering their proportion of the faculty. The high percentage of women on part-time and one-year appointments may reduce their eligibility for such fringe benefits.

The Research Committee representing the Women Faculty Association has had several purposes in preparing this report. A primary purpose has been to determine, as objectively as possible, the relative status of women on the ISU campus and to relate this information to the University faculty and administration. Another purpose has been to sensitize women faculty to their situation, their needs and inequities, and their opportunities and responsibilites.

An awareness of two commitments has been maintained in this endeavor. First, the report was prepared in the service of Illinois State University. In its 114 year history, ISU has had a remarkable record for communication between and among its faculty and administration and for faculty-administration devotion to this institution. Sharing this trust, the Committee hopes that presenting the facts to those who

can effect change will allow ISU to avoid the unfortunate but necessary financial and legal turmoil that has preceded the externally imposed changes at other universities.

Further, this report is submitted as a contribution to the total women's movement. Each group of women who takes the initiative to examine themselves and their situation adds strength to the effort of women to emerge as individual human beings. If women in higher education are to assume an equal place, institutional practices must be changed. However, if women want changes, women must be leaders and must assume responsibilities for decision-making. Women in academe must be in the forefront.

## AFFIRMATIVE ACTION PROGRAMS

A number of universities either have adopted or are considering affirmative action programs to combat sex discrimination. The president of Carnegie-Mellon University has appointed a campus-wide commission to explore the current status of women at CMU. The commission was charged to examine all areas of University operations as they pertain to the general problem of the status of women: admission, placement services, housing, classroom assignments, educational and occupational counseling. The commission examined the employment, retention, promotion, and salaries of women on the faculty and staff in order to recommend policies, procedures, and organizational arrangements to help women achieve their personal and professional goals at the University. The commission was to suggest the outlines of an affirmative action program designed to correct or ameliorate any discriminatory practices or unequal conditions discovered in the commission's study. A final charge was to recommend a continuing vehicle for monitoring the implementation of an affirmative action program and to suggest offices within the University to be responsible for various aspects of implementation.

The University of Pennsylvania has issued new guidelines requiring evidence "that the best women and other neglected groups have been sought before any academic or nonacademic appointment may be made." In announcing the new policy, President Martin Meyerson said, "We should be concerned not just with half of humanity, but with all ot if."

Tufts University's Affirmative Action Program has been described as one of the most comprehensive reviewed by the Office of Health, Education and Welfare. The Tufts program commits all schools and departments of the University to the following policy: "No appointments will be made until minority group and women candidates have been sought out and, if qualified candidates are identified, are encouraged to apply." Furthermore, from time to time in order to assure constant and significant progress, the University may put a limit on the filling of some positions until minority persons and women are added to the work force. Finally, the University is appointing a Director of the Office of Equal Opportunity and Intergroup Relations, who will design and implement a reporting and auditing system.

## RECOMMENDATIONS

The Illinois State University community is proud of its history, including its efforts to secure equality for certain minority groups. In accord with this concern of the University, the Research Committee of the Women Faculty Association expects ISU to be in the forefront in ensuring equality for another minority--women. Therefore, the Research Committee of WFA recommends the appointment of a Presidential All-University Commission at ISU with a charge similar to that given at Carnegie-Mellon. An affirmative action plan for ISU should include:

1. an active recruitment program for fully qualified women faculty
2. the adoption and implementation of a policy regarding recruitment and hiring similar to those at Tufts University and the University of Pennsylvania
3. the adoption and implementation of a policy regarding equal opportunity in salary, promotion, and tenure for women faculty and administrators
4. the appointment of more women to policy level administrative positions
5. the appointment of more women to policy making committees
6. a review of promotions to determine whether women are being discriminated against
7. a review of salaries to correct the inequities presented by this study
8. the removal of inequities in salary, rank, and appointments by the academic year 1972-73

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